

ABSTRACT

Formulation of Calculating the Requirements of Medical Devices Calibration Staff in Calibration Installation of Health Facility Security Center Surabaya

Formula to calculate the requirements of medical devices calibration staff nowadays just based on real work load, did not calculate the actual work load and predicted work load. An objective of this study is to propose formula to calculate the needs of medical devices calibration staff in Installation of Calibration BPFK Surabaya. This is analytical research, with survey observational method and using Permenkes RI Number 53 on 2012 and Workload Indicator Staff Need (WISN). Result of this research are the need of medical devices calibration staff in Installation of Calibration BPFK Surabaya based on Permenkes Number 53 are 45 staff, while based on WISN are 35 staff. Based on this research, the calculation of medical devices calibration staff using Permenkes Number 53 on 2012, WISN method, and human resources management planning, which to project the needs of medical devices calibration staff in Installation of Calibration BPFK Surabaya should consider Human Resources Demand Forecast and Human Resources Supply Forecast, it can be proposed the new formula of calculating medical devices calibration staff, it is needs of staff obtained from :

$$\text{Formula of Calibration Staff Requirement} = \frac{\text{Total Future Work Load}}{\text{The Number of Working Hours}} + (\text{retirement personnel})$$

Conclusion from this research was that in the future, to determine formula of calibration staff required, considering HR Demand Forecast and HR Supply Forecast are needed. This research suggested that BPFK Surabaya is expected to provide necessary human resources according to work load in Installation of Medical Devices Calibration with using methods that can be used to plan requirements of staff in the future.

Key words: Human Resources Management Planning, Workload, WISN, HR Demand Forecast, HR Supply Forecast